



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. A. Robert J. Ravi ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. SNEA CHQ/Corr/CMD BSNL/2025

Dated 3rd June 2025.

Sub: Request for kind and immediate intervention on wrong deeds and malafide actions while issuing pick and choose Transfer and posting of executives and its forceful implementation by force relieving of Executives by hiding all deliberate transfer policy violations and wrong deeds.

Ref: 1. Order No. BSNLCO-PETS/12(11)/1/2025 -PERS1/1 Dated 02/05/2025.
2. Letter No. SNEA CHQ/Corr/Dir HR /2022-25 dated 12/05/2025.
3. Our Proposal dated 29/05/2025 for review of the transfer order.

Respected Sir,

With reference to above subject and Khichadi transfer order under reference 1, we have already submitted the wrong deeds and biased actions by Pers Section and harassment of executives first by pick and choose transfers by violating their own Transfer Posting guidelines and now by force relieving the Executives.

Since last one month of this biased and pick and choose Transfer order, we have been pursuing with Director HR and PGM Pers every day for corrective actions well within the guidelines of BSNL, DoT and DoPT. We have submitted all details vide letter under reference 2, about the intentional wrong deeds, pick & choose transfers with biased approach towards Executives, violations of transfer policy guidelines and we have submitted every document in support of our say. Copy attached.

With such detailed submissions and both the officers PGM Pers and Director HR have agreed to our detailed submission and persuasion thereof and have repeatedly assured us for corrective action, but till today nothing has been done in the last one month period except assurances that to be only for consideration of genuine requests.

It is seen that officers in Pers section are trying to force implement the orders by passing on instructions to Circle/Vertical Heads for immediate relieving of Executives under transfer by stating that 30 days period is over. We are surprised to see that instead of giving consideration to genuine requests entire Pers section was busy is calling Circles/Vertical heads for relieving of SDEs promoted as AGMs.

By understanding the total reluctance on the part of Pers Section for review of entire transfer orders with corrective action, we have repeatedly drawn your kind attention towards the deliberate wrong doings and biased action by Pers section in issuing long awaited Transfer order as well as AGM LICE Promotion Orders and you were always kind enough to assure to given consideration to all HR issues.

We are thankful to you for your firm assurances in meetings and including public forums to review the Transfer order by giving considering all genuine requests and we are happy to see your direct instructions to Director HR and PGM Pers for

corrective action in our presence while meetings in your chamber including that on our last request on 29/05/2025 and in special meeting of recognized Associations in Board Room, while sharing moments of joy about Q4 Profit of BSNL.

When your good self has always assured us personally for considering at least genuine cases and same was confirmed by Director HR & PGM Pers but we are astonished to see actions of Pers Section since yesterday that when all are expecting corrective action on wrong deeds and biased order from Pers Section, instead of that Pers Section is forcing all Circle/ Vertical Heads for Force relieving of SDEs promoted as AGMs thereby forcefully implementing the wrong and biased pick and choose orders.

During persuasion for review of Transfer & posting orders of SDEs promoted under LICE by giving consideration to the requests by individual and consideration of our request to post them in same Circle till vacancy exists and post them to nearby vacant Circles, it is told that there is stay from Honorable Court and hence request for change of Circle, retention etc cannot be considered and we agree if there is really stay. But the same stand of stay on Promotions is not followed while Force relieving of SDEs with compulsion to join the transferred place so that it is being projected that whatever order is issued is correct and there was nothing wrong in it. How this dual stand on same court stay can be taken by Pers Section which itself is unit framing policies for BSNL and this is really matter of the concern.

We condemn the biased and trust breaking actions by officers in Pers section and its blind support by PGM Pers, Director HR and once again request you to save BSNL Executives from such extreme harassment which is surely due to external forces involved in issuing Transfer and posting orders. We are sorry to say, that the proposal for Transfer and posting order is decided by person who do not have experience of HR functions of BSNL and this is basic reason behind wrong deeds, violations of Transfer policy guidelines.

Now PGM Pers and Director HR are unable to understand what is wrong in this order and even if are able to understood it, none of them is daring to make changes in this order even for corrective action and your good self is always directing us to meet both of them for all issues related to Transfer and posting and due to this approach nothing happened except extending joining time to 40 days

It may be noted that for the first time in the history of BSNL, there are more **than 15 Court cases challenging this single transfer** order and in about all cases the court has given consideration to say of applicants. This makes crystal clear and underlines the wrong deeds and violation of Transfer policy guidelines in this transfer order. **This is also against your stand of reducing court cases and saving BSNL Money. Here officers in Pers are seen making efforts for increasing court cases and dare to show dust bin to your instructions.**

As directed by your honour on every occasion, including yesterday's directions to discuss with Director HR and PGM Pers, we have every time conveyed the same and both have agreed for corrective action including in discussions held in your chamber and BSNL Board room when your good self has shared details on Profit of fourth quarter. You good self was kind enough to direct both PGM Pers/ Director HR to look into all the grievances with your policy BSNL First, but unfortunately all such directions are shown dust bin by both these offices/officers.

We have submitted all the issues and proposal for corrective action with supporting documents {Copy attached} and but since our letter dated 12/05/2025 and this proposal submitted on 29/05/2025 **{Copy attached}**, nothing has been taken care but instead of any corrective action, the process of force relieving is started.

We have not seen such extreme cruel actions from BSNL Management which is not considerate on genuine requests and force relieving of the executives facing critical illness by self or parents like cancer but is favoring to some executives by pick and choose transfers to the extent that they are supported by twisting the guidelines on the subject.

We do not find any justified reason for such pick and choose approach in considering OTP Requests of some executives and non-consideration of OTP Requests of other similarly placed executives with more genuine requests. Such biased and pick & choose transfers and adamancy of no corrective action for period of one month and fore relieving without giving consideration of genuine requests. Earlier also some transfer orders are issued, but there was some base and Management was always ready for corrective action, but this is the first time we have seen such one sided approach and deliberate harassment of executives just to prove and justify that whatever transfer order issued is correct and there is no need of corrections in this order.

We put on record that such a dual stand of the Management has already affected the morale of the executives and indirectly but step by step affecting the growth of BSNL. It may be please seen that in spite of Profits in the last two quarters, there is decline in the quality of services and growth of addition of customer base as the BSNL army is losing faith in captain. Such army loosing trust and faith in the Captain cannot win any battle. Here in this case, BSNL has to move ahead to meet the most difficult business completion in the Indian Telecom sector as and there is a strong need of a morally high team of BSNL Executives which is ready to fight these odd circumstances. This cannot be expected from the BSNL army presently demoralized by pick & choose and biased actions of BSNL Management and no corrective action thereof.

Sir, we once again request to control the biased and wrong deeds by Pers Section or by the person with pick and choose actions and stop further harassment of BSNL Executives and take control of the situation so as to have timely control on damage to BSNL. We request to review the entire Transfer posting orders in a transparent manner and see that BSNL first is real policy and not the pick and choose favoritism is the First Policy as being seen for the last one month.

By giving your messages and assurances for last six months by your honour in dealing with HR issues with fair and transparent policy manner, we have till now tried to convince to the Executives in BSNL that intention of CMD BSNL are good with focus on growth of BSNL, but we will not be able to continue to convince the same further as there is lot of difference in assurances given to us and actions being taken by the BSNL Management in general and on the pending HR issues including simple issue of Transfer Posting.

We are sorry to say, but we have not seen any respect of BSNL Transfer Policy, guidelines issued by DoT, DoPT in dealing such issues and Pers Section seems to be going ahead with blind approach of violating rules and this is worst situation for BSNL. **If BSNL Management is not ready to adhere to their own rules and guidelines and deliberately dares to violate it, then how can one expect BSNL Executives for adherence to such guidelines as executives also blindly follows the Management.** When adherence to official guidelines and orders is lacking at higher level, the same cannot be expected from officers at middle and lower level Management.

We are still confident that at least this time your directions are respected by PGM Pers and Director HR or we are convinced that whatever has been done by Pers Section is correct and as per the guidelines issued by BSNL and there is no need for corrective action. We will be most happy if at least officers in Pers section

justify their wrong deeds and are successful in projecting the wrong deeds as action in the interest of BSNL with your policy **BSNL First**, otherwise immediate action is required by stopping harassment of the executives.

We are hopeful for immediate corrective action for review of Transfer by giving due consideration to our proposal with documents and justice to all affected executives due to pick and choose transfer order and no corrective action even after repeated assurances thereof.

Waiting for review of wrong deeds and pick and choose transfers well within the guidelines of BSNL.

With Warm Regards,

Sincerely Yours,

A handwritten signature in blue ink, appearing to read 'M. S. Adasul', with the date '03/16/2015' written below it.

M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy to:

1. **Dr. Kalyan Sagar Nippani, Director HR BSNL Board** for kind information and one more request for giving justice to affected executives by respecting your own office guidelines.
2. **Shri. Rajeev Kumar Kaushik**, PGM Pers BSNL CO for kind information please.
3. **Mrs Anita Johri**, PGM SR/RSTG BSNL CO for advance intimation about mass unrest and the deliberate attempt for disturbing industrial peace and deliberate attempts to create mass unrest among executives in BSNL.

Respected Sir,

In continuation of discussion on review of Transfer Posting Order Dated 2 May 2025, the following is submitted.

We convey Special Thanks for corrective action in giving joining time and giving relief to SDEs promoted as AGMs. We convey sincere thanks and Gratitude for your directions to review the Transfer posting order and we are hopeful for review, but as per discussions with Director HR BSNL, it is informed that he and Pers Team is working only on genuine cases and not on review of transfer Orders which is need of time.

Review of Transfers needs to be done on following points

- A. Consideration of Pending Own Cost Requests
- B. Posting of SDEs promoted as AGM under LICE
- C. Force Transfers out of All India Hard tenure Stations
- D. Calculating of Stay of Executives served at India Soft Tenure Stations by granting Break in length of Circle Stay
- E. Excluding Transfers of Executives convicted under Disciplinary Proceedings or posting with Change of BA.
- F. Transfers issued without any criteria base.
- G. Transfers of Executives without any Criteria.
- H. Stopping /Reducing Court Case.
- I. Saving of BSNL Money
- J. General Issues

Point wise details are submitted as follows.

A. Consideration of Pending Own Cost Requests: In this regard, it is submitted that we agree with need of Executives in Circle having shortage of Executives **i.e. Kerala, Karnataka, Maharashtra, Gujarat and WB Circle** and Pers section has proposed to post executives from AGM LICE Promotions, from old pending non-implemented Transfer orders, Executives who have faced Disciplinary Proceedings and who are issued with Charge sheet and some are purely transferred on pick and choose basis.

The shortage in these Circles is due to repeated long stay Transfers in 2022, 2023 and 2024 from these Circles by then Management. Now all these executives have requested back to their Parent Circle and their Requests are pending under OTP of window July 2024 and January 25. Circle wise data of such Own Cost Requests is as follows.

Sr	Circle	Orders issued May 25	Own Cost OTP Request Pending	Options under AGM LICE	Total willing at Own Cost
1	Kerala	33	75	11	96
2.	Karnataka	19	34	6	40
3.	Maharashtra	19	27	3	30
4.	Gujarat	32	26	2	28
5	West Bengal	39	0	12	12

This makes it clear that as desired by your good self, the shortage in Circle can be full filled by considering all pending OTP Request Transfers that to **be without a single rupee expenditure to BSNL.**

But if the present Company Cost Transfer Orders are implemented then it will cost about Rs Two Crores will be spent only for these shortage Circles and if the present order is implemented then it will cost Rs Nine Cores.

As such it is requested to first Consider Own Cost OTP Requests for all Circles including Tenure Circles and then if vacancies are not filled under OTP then option of long stay transfers may be ascertained.

B. Posting of SDEs promoted as AGM under LICE:

1. As of now, the posting is done in a random manner where 185 AGMs out of 205 promoted are dislocated and posted to faraway Circles when vacancies exist in the present and nearby Circles.
2. While Posting promoted AGMs, priority may be given to post in the promoted AGMs in the same Circle subject to availability AGM vacancies and in case no vacancy, they may be given the option for posting the nearby Circles having vacant post of AGMs.

C. Force Transfers out of All India Hard tenure Stations: We have already submitted details on hardships faced by these executives due to the most

difficult conditions in the Hard Tenure area and DoPT guidelines also support their continued working at these most difficult stations.

1. The executives from all India hard tenure stations should be excluded from the Inter Circle transfers as they are already serving at most difficult places. We have repeatedly submitted the views on the said subject and till now the executives from tenure stations were retained and our request for exclusion of Executives from all India hard tenure stations was given consideration as temporary major subject to final call to be taken on this subject.
2. But in this order all the executives who are already retained at all India tenure stations are relieved and this has created panic situation as all these are border states facing security threat and leaving families at such areas is most difficult. Further DoPT guidelines also exclude the executives from all India hard tenure stations from routine Inter Circle transfers and under same principal BSNL also has to give consideration and retain all these executives in All India Hard tenure Circle and if required they may be shifted in Intra BA Transfers as principally agreed earlier.
3. We humbly request to cancel the Transfer orders of Executives working at All India Hard tenure Station and who have not opted for posting out of Circle.

D. Calculating of Stay of Executives served at India Soft Tenure Stations by granting Break in length of Circle Stay: As per BSNL transfer Policy and time to time guidelines issued by Pers section itself as listed below, the executives who have served and who are serving at All India Soft Tenure stations are given Break in length of stay in particular Circle.

- a. Letter No. 412-10/2009-Pers-I Dated 09/05/2012.
- b. Letter No. 400-36/2011-Pers.I (Pt) (2) Dated 22/05/2013.
- c. Letter No. 412-10/2009-Pers.I Dated 26/08/2014.
- d. Letter No. 400-36/2011-Pers.II (Pt) Dated 09/12/2015.
- e. BSNLCO-PERS/15(11)/6/2020-PERS1 Dated 19/09/2023.

But in this order, no such consideration is given but others whose stay was corrected are now force transferred by changing their Circles. It is requested to count stay of all such executives by giving weightage to service rendered at All Soft tenure and the long stay transferred issued by counting wrong stay may be please corrected and the transfer orders may be please cancelled.

E. Dealing with Transfers of Officers facing/convicted under Disciplinary Proceedings:

- a. The Executives should not be punished by Inter Circle Transfers just because he/she is issued Charge Sheet and decision may be taken on decision and outcome of the Charge sheet.
- b. Further, the executives convicted under any charge sheet/disciplinary Proceedings should not be punished twice i.e. by issuing charge sheet, disciplinary action with punishment thereof as per CDA rules and such pick & choose Inter Circle transfers to faraway place.
- c. In the sensitive cases of disciplinary proceedings and if the said officer is holding powerful position in the office, then said officer may be shifted from that particular position within same OA/BA and in

supersensitive cases, he/she may be shifted to nearby BAs/OAs by giving him/her option.

- d. The final decision on disciplinary action including Transfer may be taken on intensity of his/her misconduct and its financial intensity of loss to BSNL and personal gains.
- e. But no such actions should be taken on any such administrative lapses otherwise no will dare to take any decision under such harsh punishments on administrative lapses.
- f. **As such the Transfers issued on basis of disciplinary Proceedings may be reviewed as per the existing CDA guidelines and in no case officer is punished twice as being done now.**

F. Issues need to be corrected as per the Transfer Policy of BSNL:

- a. The Three options may be given to executives who are being transferred in interest of service. BSNL Guidelines for the same are issued vide **Letter No. BSNLCO-PETS/ (11) (11)/1/2023-PERS1 Dated 17/02/23.**
- b. All the pending OTP Requests transfers from Tenure/Non-Tenure Circles in all wings and cadres including all who are completing their two years by July 2025, i.e. opening of next window, should be given consideration in uniform pattern for all executives and wings. **Letter No. BSNLCO-PER1/20(11)/3/2020-PERS1 Dated 26/07/2022.**
- c. There are well defined guidelines for Inter Circle transfer of the Executives based on Criteria of age and same are well within DoPT/DoT guidelines on the subject. But same is not followed in issuing Transfer orders and this is wastage of BSNL hard earned money and also this is harassment of executives who are due for superannuation retirement. **Transfer Policy Vide Letter No. 6-1/2007-Restg. Dated 24/11/2014. Section A, Clause 10 (k)**
- d. The OTP Requests should be considered only to Choice posting and in case it is not possible to post at choice Circle/BA his request may be kept on hold in waiting list, and he/she should not be transferred to other non-opted Circles as being done now.
- e. Medical Ground Requests
- f. Immunity Requests by OBs of Association
- g. Single Parent Requests

G. Transfers of Executives without any Criteria: Some Executives are transferred even though they are not part of any criteria viz. long stay, having pending disciplinary cases, involved in court cases /litigations or any other such issue which can be reason for Inter Circle, but their names are included in this order. It seems that person who has decided these orders is having personal enmity or issues with such executives and hence his name is included.

H. Stopping /Reducing Court Case: As per guidance and directions by your good self, the court cases are to be reduced. In all earlier Transfers, court did not given any relief to individuals as the Transfer Policy guidelines were followed. But this single order has created 6 to 7 Court cases and in about all cases relief is given to applicants. This happens as this time Transfer Policy guidelines are not given due consideration. As such, it is need of time that to

avoid court cases, the Transfers need to be reviewed in tune with the Transfer Policy guidelines

- I. **Saving of BSNL Money:** This will save about Six Core of BSNL and at the same time OTP Request of about 300 Executives who are waiting for its consideration with no cost to BSNL can be given consideration. This approach will save about Rs Nine Crores of BSNL.

J. **General Issues:**

1. Review may also done Cadre wise by counting strength of that particular Cadre in that Circle/BA and not on basis of combined strength of JTO to DGM as being done now.
2. The authority for forceful relieving under Inter Circle Transfers presently with Circle/BA Heads may be please withdrawn as same is being misused for pick and choose relieving and there is no uniformity in it.
3. The review of the Transfer orders may be please assigned to Concerned Sections. Viz. Telecom By Pers-I & II, Account by SEA, Civil by BW, Electrical by EW, Telecom Factory by TF and Architecture by Arch wing.
4. Directions may be issued to field Units not to relieve the Executives who are submitting representation for review of Transfer orders.
5. **Posting of AGMs at SDCA Level:** The directions under clause 11 for posting all AGM level officers at SDCA level and only in field units and not at OA/BA/Circle offices should be withdrawn. The Circle/BA Heads should be empowered to post executives at vacant posts as per the Norms justified by Sanctioned Strength of BA/Circle and requirement thereof by restoring their privilege to post executives against practical need in the field units.
6. **Restrictions on Posting at Location where already served:** The first part of this clause 13 that officer should not be posted at Location where they have served extensively in the past may be withdrawn/ deleted or modified as Position instead of Location. One individual can be posted at said location and may not be at same position, where he /she has served earlier. This also should be general instructions and not binding instructions
7. **Ratio of Sanctioned Strength Percentage:** The restriction on maintaining the 10 % ratio of sanctioned strength may be withdrawn and general instructions may be issued for posting executives as per Operational Needs. If not, the works centralised at Circle HQs may be decentralised to BAs/OAs and the works centralised at BA HQs may be decentralised to OAs so that this ratio can be maintained. This present order and orders for actual works is contradicting and hence needs either of corrective action
8. **Political Influence and action thereof:** This is agreed but this should be followed by both i.e. Management as well individuals. The Pers Section should not exclude anybody from due stay transfers and nobody should be given privilege posting to certain executives on pick and choose basis as being done in specific cases in this order. No approaching political persons and not adhering to any political pressure should be equally and ethically responded by BSNL Management as being expected from the executives.
